



SAVE THE DATE!

THE ANIMATION GUILD'S MEMBER PARTY IS GOING TO BE DIFFERENT THIS YEAR!

Times are changing and the Animation Guild is ready to change with them. Are you ready for changes in 2018?

First of all, we have new staff at the Guild: Brooke Keesling is our new Director of Communications and Culture. A lot of you know Brooke already, and we're looking forward to having her lead the charge as we find new ways to reach and communicate with our members. One new way we hope to reach members is through our new quarterly magazine, now being developed by our Editor-In-Chief, Alexi Drosu. Our members have grown beyond The Pegboard – Hollywood's longest published union newsletter – and we're excited to share more in-depth articles, artwork, and information with them. Look for the new magazine around awards season next year.

We also look forward to other changes in the Spring, when the Guild's Negotiating Committee meets with AMPTP to negotiate our next contract. The Executive Board and other volunteer members are already working on gathering research, honing our negotiation skills and planning our strategy for the best benefits and working conditions we can get for our members.

But the first change our members can experience is our all new Member Party on Sunday, January 14th – so save the date!

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Publications of *bona fide* labor organizations may reprint articles from this newsletter so long as attribution is given. You can stop by the Animation Guild office weekdays between 8:30 am and 5 pm and pick up current or recent back copies of *The Peg-Board*, free of charge.

PEG-BOARD SUBSCRIPTION POLICY: Active members automatically receive The Peg-Board free of charge. Members on honorable withdrawal may continue to receive the newsletter without charge by sending an annual written request on or before the expiration date on the mailing label. The subscription rate for suspended members and non-members is \$10.00 per year (\$15.00 foreign, check in U. S. funds), checks made out to the Animation Guild and sent to 1105 N. Hollywood Way, Burbank, CA 91505-2528, U.S.A.




 The Peg-Board is printed on recycled paper.



SAVE THE DATE
(continued from page 1)

We've simply outgrown the Autry Museum, and frankly the crowd at our most recent party nearly got us in trouble with the Fire Marshall! Our Party Planning Committee has put together a fun new plan so that our members can celebrate the season and themselves with room to spare . . . at Clifton's Cafeteria in downtown LA. Just think of it -- a really fun new venue, a tasty new menu, and your ticket includes one free drink!

Yes, you read that correctly: this year the Member Party is going to be a ticketed event. Because space is limited we'll need to get attendees to commit to going ahead of time by purchasing a ticket through a link that will be provided by e-mail. And because space is limited, this event is for Guild members and plus-ones only. You'll have to be an active, new, withdrawn or retired member to get an e-mail invitation, and through our online ticket service you can purchase one ticket for yourself and have the option to purchase one more ticket for a non-member guest. Sunday night downtown can be a surprisingly good time, and we'll give you tips on convenient and inexpensive transportation and parking so you can focus on fun and friends.

So save the date for our upcoming Member Party: Sunday, January 14th. We're putting together the final details and then we'll send out those e-mail invitations. If you don't want to miss the party – and you really DON'T want to miss this party – make sure that the Guild has a current e-mail address so that we can reach you. If you get occasional e-mails from us already you're probably safe, but if you haven't received important e-mails like job listings, classes and the very important wage survey, or if you're just not sure, then send us an e-mail at membership@tag839.org. Be sure to include your full legal name so that we can find you in our system, update our records and send you that invitation!

And for those who are surprised or disappointed about the change, please keep an open mind. We know that our members have enjoyed inviting friends, family, students and non-union coworkers to our annual party, but our success in the past has forced us to come up with a different plan for a party that is meant to honor and celebrate our members. Rest assured that the Party Planning Committee is keeping our members' love of a big fun invite-everyone shindig in mind. Plans are still in the works and we're not sure yet when or where it will take place, but when it happens there will be plenty of room to bring friends and family, spread out, have fun, and mingle with everyone. It's just another one of the good changes to come in 2018!

FROM THE PRESIDENT KC JOHNSON



It is the legal responsibility of the employer to maintain a workplace free of sexual harassment.

Lest there be any doubt about that – it is the legal responsibility of the employer to maintain a workplace free of sexual harassment.

The news has been full of overt harassment and assault stories. Hearing the reports of Harvey Weinstein, Kevin Spacey, and Bill Cosby, it is easy to say from a safe distance, “That is unbelievably disgusting and dreadful.” When the Louis C.K. story broke in the NY Times, the reactions I heard from the men and women I know were consistent – utter bewilderment and disgust. But harassment is not only overt. Victims in all these stories talk about how they emotionally break down, develop anxiety and stress, suffer fears of retaliation, with some who abandon their careers altogether. All simply because others lack the self-control to stay professional and treat coworkers and subordinates appropriately.

Animation has not been spared, both in terms of men accused and in the everyday reality that Guild members have many #MeToo stories to tell. And now the fallout includes an entire animation crew facing unemployment.

An interesting phenomena I have noticed is the tendency for women, including myself, to downplay these experiences. “Really, I’m lucky,” we say. “I haven’t been assaulted or anything like that.” Unfortunately, not all women can say the latter line, but we all tend to say the first part anyway. “Lucky” we’re “only” harassed. “Lucky” that if we were assaulted it wasn’t worse. What a way to exist and move through your industry.

Reading about the history of sexual harassment is stupefying. It doesn’t feel dated.

Sexual harassment violates Article VII, Civil Rights Act of 1964, which bars behavior that “unreasonably interferes with an individual’s work performance or creates an intimidating, hostile or offensive work environment.” Yet, how do you define that? An appellate court in 1987 dismissively described alleged abuse as “isolated and genuinely trivial.” Even though that ruling was overturned by the Supreme Court, how many of us have had this same debate with ourselves? “Well, maybe it’s not so bad.” “Maybe I’m being too sensitive.” “Maybe it’s too trivial to risk the repercussions of speaking out.”

Despite the Supreme Court’s 1991 ruling in *Ellison v. Brady*, which established something new called the “reasonable woman” standard in an effort to prevent running “the risk of reinforcing the prevailing level of discrimination” (using the middle-class man as the standard), the court of public opinion and the workplace remains very intimidating.

October 1991 brought Anita Hill’s testimony on Capital Hill. She was 35 years old. She testified in front of an all-white male Senate panel, headed by Strom Thurmond, aka Mr. “Segregation now, segregation tomorrow, and segregation forever.” The transcript of her statement to the Senate Judiciary Committee is 26 years old but doesn’t feel it.

Try to imagine how she was portrayed in the aftermath. David Brock, hired by pro-Clarence Thomas conservatives, wrote later that he had printed “virtually every derogatory and often contradictory allegation” he could to make Hill seem “a little bit nutty and a little bit slutty.” It’s 26 years later, but victims coming forward still face the very real risk of being labeled “nutty,” “slutty,” or both for their accusations. And we know the end of this story – Clarence Thomas was still confirmed. So, many decide to suffer in silence, while the status quo protects the careers of those in power.

The reality is that networking is important. Directors choose people they want to work with. There’s pressure to “be cool” so you can fit into the buddy-buddy system that is the entertainment industry. If you’re a male director (and the majority are), who are you going to promote to Assistant Director and sit with in an office all day: the talented woman who raised a fuss or the talented guy you know you can joke around with?

It hasn’t been easy for the men who have been harassed, either. The 2010 case *EEOC v. Prospect* involved a woman harassing a male co-worker. Neither his other co-workers nor the employer stopped it, instead teasing him and questioning his sexuality. The 9th Circuit court ruled that the employer was liable for the behavior – they were aware of the harassment and failed to take prompt action.

Which brings us full circle. It is the legal responsibility of the employer to maintain a workplace free of sexual harassment.

But that doesn’t mean we don’t have a role to play. We all need to speak up, listen, and look out for each other. Work and aspire to be an ally. We can break this cycle so that the next generation of animators, no matter their gender, can be free to bring their dreams, enthusiasm, and talent to our wonderful craft, unimpeded by the burden of sexual harassment.

In solidarity,

KC Johnson

Any questions? Find me at: KC.Johnson@tag839.org.

SAVE THE DATE!

THE ANIMATION GUILD'S MEMBER PARTY
IS GOING TO BE DIFFERENT THIS YEAR!

INVITATIONS AND TICKETING
WILL HAPPEN THROUGH E-MAIL ONLY,
SO PLEASE MAKE SURE THAT WE HAVE
YOUR CURRENT E-MAIL ADDRESS.
TO UPDATE: MEMBERSHIP@TAG839.ORG

SUNDAY, JANUARY 14TH
6 TO 10 PM
AT CLIFTON'S CAFETERIA

Clifton's

648 S. BROADWAY
LOS ANGELES CA 90014
(213) 627-1673
WWW.CLIFTONSLA.COM



We have all heard the recent stories of alleged misconduct committed against workers by powerful people. Such conduct is reprehensible, and must not be tolerated. Because of the unfair balance of power between rank-and-file workers and authority figures in the entertainment industry, workers often remain silent in the face of such behavior, fearing that, if they were to speak out, they would be subject to repercussions, reprisals, or other pressures. However, we are hopeful that the deluge of recent media reports will embolden workers to speak out about, and fight back against, this horrible conduct. We hear you, and I want you to know that the IATSE is here to help, in whatever way it can.

Over the past few weeks we have seen an increase in reports of inappropriate workplace conduct to the IATSE Safety Hotline and to our International Representatives. In addition, media reports detailing alleged sexual harassment have often quoted individuals working under IATSE collective bargaining agreements. **In response, the International and its affiliated local unions are reminding employers that employers are responsible for providing a safe, respectful work environment, free from any discrimination, including sexual harassment.**

We will continue to remind employers of their responsibilities in this regard, because we know that all workers suffer when their workplace is unsafe. The worker who experiences the harassment is humiliated. And the workers who must witness the harassment are demeaned.

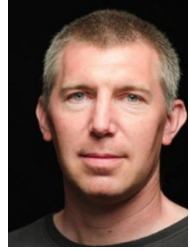
I encourage all members to widely publicize the **IATSE Safety Hotline (844 IA AWARE / 844-422-9273)**. You may immediately contact the Safety Hotline, or your local union, concerning workplace hazards and threats.

In solidarity,

Matthew D. Loeb

International President, IATSE

FROM THE BUSINESS REPRESENTATIVE JASON MACLEOD



THE ANIMATION GUILD 401(k) PLAN: 2018 LIMITS & 50+ CATCH-UP

Thinking about saving for retirement? It is always a good time to start! As an Animation Guild member, you have access to three different plans to help save for retirement. Through the Motion Picture Industry Pension and Health Plans (MPI), there are two employer-paid plans: the Pension Plan and the Individual Account Plan. Participation in these two plans is automatic, and benefits are based on the number of hours you work for union employers. Read more about these plans at MPI's website: <https://www.mpiphp.org/home/pensioniap>.

The Animation Guild 401(k) Plan is the third retirement savings option available to working members - it is a way for you to defer, save and invest some of your wages until retirement. Reasons to additionally save in a 401(k) include the simplicity of automatic paycheck deduction, the ability to lower your taxes with pre-tax contributions, and tax-advantaged investing. Details and forms for the plan are available at the Guild's website: <http://animationguild.org/benefits/#401kPlan>.

The IRS recently announced that the 401(k) contribution limit for 2018 will be \$18,500 (up from \$18,000 in 2017). By comparison, the limit for Individual Retirement Accounts will be only \$5,500 per year in 2018. You can put away more annually in a 401(k) plan, and once set up, deductions take place without you having to remember to act each time. You can just set-it-and-forget-it!

And, if you are 50 or older, the IRS allows you to make extra "catch-up" contributions to your 401(k) account. In 2018, the limit is an additional \$6,000 annually, bringing the total contribution limit to \$24,500. You don't have to wait to turn 50 to start – if you will turn 50 in a calendar year, you can make 50+ catch-up contributions at any time during that year!

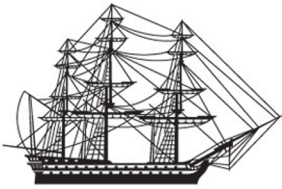
You control how your money is invested in a 401(k) plan. For the TAG Plan, Plan Trustees together with a financial advisor have selected Vanguard as the custodian for the plan funds. Vanguard offers a variety of investment choices – the most popular are the Target Retirement Trusts, which invest in several Vanguard index funds to create a diversified mix of stocks and bonds that automatically adjusts over time. The year in a

Target Retirement Trust's name is the approximate year in which you expect to retire. Read more about these and other fund choices at Vanguard's website: <https://www.vanguard.com/targetretirementtrust>.

Saving takes discipline, and is certainly not easy with the cost of living in Los Angeles. But once you have started, saving becomes a habit, and watching your account balance grow will make you feel good about your decision. Get started today by emailing 401k@tag839.org, or calling Marta at the Guild office at 818-845-7500!

Yours in solidarity,

Jason



Vanguard[®]

**Save for your Future!
401(k) 50+ Catch-up Contributions!**

If you are 50 or older, or will turn 50 before the end of 2017, you may be eligible to contribute an additional \$6,000 to your 401(k) account. That raises the 2017 contribution limit from \$18,000 to \$24,000.

Plan for 2018: Contribution limit will be \$18,500, plus \$6000 catch-up if you turn 50 in 2018.

Call the office at 818-845-7500 or email 401k@tag839.org for details!



We are proud to welcome TOY-ZILLA, an indie toy store carrying animation art, vintage toys, comics and games into the city of Alhambra. The store will host after-school art classes for kids, panels, and events with local artists in the entertainment industry! And WE NEED YOU!

GUESTS NEEDED! To get the party started we are hosting a mini Comic-Con in the store and outdoor parking lot. We already have four of the Power Rangers, some great voice actors and other talent coming but we are looking for more guests for the opening as well as the weekends after. We are looking for special guests willing to make presentations, sign autographs and/or sell copies of their work so we can plan out a fun-filled day of activities celebrating pop culture. If you work at an animation studio or on a show, help us coordinate an official presentation or signing. We are happy to promote your projects both big and small and please promote our store and invite your friends on social media to attend! Space is limited so please reach out to us soon! While we cannot pay special guests or studios to participate, we can offer free table space and loads of publicity!

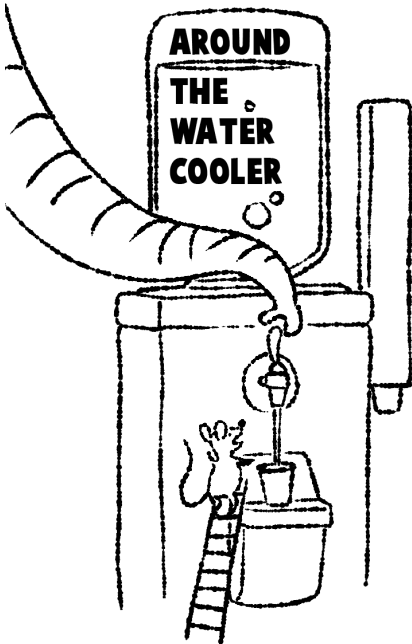
Contact Dahveed Kolodny-Nagy, at TOY-ZILLA.com.
 Phone: 213-925-9918.
 201 E. Bay Street, Alhambra CA 91801

IN MEMORIAM

Layout Artist, *Harold “Ben” Metcalf* passed away on September 2, 2017. He worked at Rich Animation, Warner Bros. Feature Animation, DreamWorks and Meatball Animation.

Lein Wein passed away on September 10, 2017. He worked as an Animation Writer for Warner Bros., Cartoon Network, MGM, Marvel and Graz Entertainment.

Carmen Sanderson passed away on October 6, 2017 at the age of 90. Carmen began working at Disney Feature Animation in 1952 as an Inker and worked in the Ink & Paint and Xerox Departments at Disney where she worked her way up to Xerox Department Supervisor.



Want to organize your crew to show pride in your union? Wear your Animation Guild T-shirts on Union Pride Day – the 1st Monday of the month!

Send an e-mail to pegboard@tag839.org and we'll help you make a plan and post pictures!

Got a piece of news for our Around the Water Cooler section? Call Office Manager Lyn Mantta at the Guild and give her the scoop!

Call (818) 845-7500 or e-mail lyn@animationguild.org

The American Animation Institute (AAI) has announced its Winter 2018 semester of classes, occurring January 8 through February 27 at the Animation Guild offices. The catalog is available on our website.

Priority Registration Day: Active members of the Animation Guild, Local 839 can register for themselves only on November 17 from 8:30 am - 5 pm. Call us at (818) 845-7000 to sign yourself up for classes. After placing yourself on the class list over the phone, you must pay the class fee in order to complete the registration process. Members who have not reserved classes on Priority Registration Day must reserve classes using the online registration form along with the general public.

For the GENERAL PUBLIC: Reservations for upcoming classes will only be accepted through an online registration. The form to register will be available starting at 8:30 am on November 20th. This will be the only way to reserve a spot in a class.

The link for AAI class registration will open to the general public on November 20th and can be found on our website:

www.animationguild.org >> Menu Button >> American Animation Inst. >> [Registration](#)

Be prepared with your First and Last Name, Phone Number and Email Address, and the names of the classes for which you'd like to register.

Online Registration Information: You must submit a new form for each class. Once you press submit for your first class, you will see a link to "Submit Another Response", this link will take you to a blank form where you can register for another class. We suggest you create a priority list for classes you're interested in. We anticipate the classes will fill up quickly.

You will receive an email within 10 minutes of submitting your form stating whether you are enrolled in the class or you've been placed on the waiting list. (Note: If you don't receive a response within 10 minutes, first try refreshing your email program before calling our office.) If you have been enrolled, payments will be due into the office by 5pm on December 15. If your payment arrives after this time, we will not be able to accept it and you will lose your spot in the class. Those on the waiting list will be notified by email as space becomes available. Do not pay unless you receive notice from us. Everyone who registers after a class is full will be put on the waiting list. To find out your position on the waiting list, send an email to aa1@tag839.org.

Payment: You are not fully enrolled in a class until we receive your payment. Payments can be made by cash, check, or credit card (credit cards will be accepted in person only). Checks should be made out to the American Animation Institute and sent to 1105 N. Hollywood Way, Burbank, CA 91505. All payments for Winter 2018 are due by 5 pm on December 15, 2017.

Refunds: Refund requests for winter session classes must be received before the first class session.



Uninstructed Life Drawing

2nd and 4th Fridays!

7 - 10 pm

Life Drawing Room in Back
@The Animation Guild

18 and older

\$15 General Admission

\$10 TAG Members

Cash Only

* drawing by Lisa Dosson

Brought to you with **Model Drawing Collective**

SEE US ON FACEBOOK ...
[FACEBOOK.COM/ANIMATIONGUILD](https://www.facebook.com/animationguild)

TWITTER ... [@ANIMGUILD](https://twitter.com/ANIMGUILD)

AND THE TAG BLOG ...
animationguildblog.blogspot.com





DECEMBER AT GALLERY 839

RALPH HULETT CHRISTMAS CARDS

OPENS FRIDAY, DECEMBER 1ST

REGULAR GALLERY HOURS: MONDAY THROUGH FRIDAY 8:30AM TO 5PM

UPCOMING EVENTS AT THE ANIMATION GUILD

November 23rd & 24th – Contract Holidays: Thanksgiving

November 28th – General Membership Meeting.
6:30 pm Pizza, 7:00 Call To Order.

December 4th – Union Pride Day: Wear Your Animation
Guild T-shirt To Work!

December 8th – Uninstructed Life Drawing 7-10pm

December 25th – Contract Holiday: Christmas

January 1st – Contract Holiday: New Year’s Day

January 14th – Animation Guild Member Party



**The Animation Guild Local 839 IATSE
1105 N. Hollywood Way
Burbank, CA 91505-2528**

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Van Nuys, CA

11/2017